MOTION BY SUPERVISOR DON KNABE   July 31, 2012

Military Leave Policy

Following the 9/11 terrorist attacks, the Board took steps to increase the

maximum amount of paid military leave provided to County employees who are military

reservists and who are called into active military service. Under the current policy, the

County makes up the difference, if any, between a reservist's military pay and his or her

County pay for up to 720 days. This policy is intended to protect reservists and their

families from loss of income and benefit coverage during periods of military activation.

Given the length of the war effort and the continuing need for reservists, it would

be appropriate to review the County's current military leave policy to determine if it is

still meeting its original objective and if adjustments should be made.

Additionally, the Sheriff's Department has a Military Leave Coordinator who

ensures the proper handling of personnel needs and benefits. It would be beneficial to

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use this model on a Countywide basis to ensure a consistent and equitable military leave policy for all Departments and to provide continued assistance to reservists from all departments with military leave issues before, during, and upon return from active duty.

I, THEREFORE, MOVE THAT THE BOARD OF SUPERVISORS:

1. Direct the Chief Executive Officer to review the County's current military leave policy and return to the Board with appropriate recommendations within 60 days; and

2. Pending receipt of the Chief Executive Officer's recommendations, suspend the current 720 day limit on the County-provided paid military leave; and

3. Report back on efforts to develop a County-Wide Military Leave Coordinator who would be responsible with ensuring a fair, consistent and equitable military leave policy and providing assistance with military leave issues for all military reservists who are County employees.

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